



CENTRAL INTELLIGENCE AGENCY

Office of Congressional Affairs
Washington, D.C. 20505
Telephone: 482-6136

TO: MR. Calvin Humphrey
HPSCI Staff
H-405

4/1/88

Calvin,

You will recall that you requested additional information on minority promotion rates, 200 average grades for minorities, and additional data on minority coop program when briefed by Ted Price. Attached is the material requested.

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FORM 1533 OBSOLETE
2-86 PREVIOUS EDITIONS.

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- ° FY-87 minority promotions [] were [] below total Agency promotions [] in relation to total Agency and minority on-duty strengths.

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- ° Minority officer promotions [] were [] below white officer promotions [] in relation to on-duty strengths, however, minority technical promotions [] exceeded white technicals [] in relation to on-duty strengths.

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- ° Minority clerical/wage promotions [] lagged [] behind total Agency clerical/wage promotions [] in relation to on-duty strengths.

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- ° The DDA and DDS&T career services have the highest percentage of minority promotions in relation to minority on-duty strength [] followed by the DDI [] the DDO [] and the DCI area []
- ° Minority EOD average grades exceeded the total Agency average grades in the following occupational groups: Intelligence and Social Sciences, Personnel Administration, Business and Industry, Logistics, and Training.
- ° The average grade of the 16 Minority Undergraduate Program (MUPies) EOD's was GS-5.8 for FY-87.

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EOD AVERAGE GRADE COMPARISONS

<u>OCCUPATIONAL GROUP</u>	<u>TOTAL AGENCY EOD AVERAGE GRADE</u>	<u>MINORITY EOD AVERAGE GRADE</u>
Intel & Social Science	GS-9.7	GS-10.4
Engineering	GS-9.2	GS-7.2
Physical Science	GS-9.9	GS-9.0
Info & Arts	GS-8.0	GS-7.0
Library & Archives	GS-6.6	GS-6.1
Acctg & Budget	GS-7.1	GS-6.3
Personnel Administration	GS-6.6	GS-8.2
Business & Industry	GS-8.9	GS-9.0
Logistics	GS-6.8	GS-7.5
Training	GS-8.7	GS-10.0
Career Trainees	GS-9.1	GS-9.0
Professional Trainee	GS-8.3	GS-8.3
Security Protective Officer	GS-5.9	GS-5.9
Admin & Clerical	IS-1.8 GS-6.1	IS-2.0 GS-5.8

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EOD AVERAGE GRADE COMPARISONS

DCI (E) CAREER SERVICE

OCCUPATIONAL
GROUP

DCI EOD
AVERAGE GRADE

MINORITY EOD
AVERAGE GRADE

Admin & Clerical

IS-1.6
GS-5

IS-1.5
GS-5

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EOD AVERAGE GRADE COMPARISONS

DDA (M) CAREER SERVICE

<u>OCCUPATIONAL GROUP</u>	<u>DDA EOD AVERAGE GRADE</u>	<u>MINORITY EOD AVERAGE GRADE</u>
Personnel Administration	GS-6.5	GS-8.2
Admin & Clerical	IS-1.7 GS-6.1	IS-1.6 GS-5.2
Acctg & Budget	GS-7	GS-6.3
Engineering	GS-8.5	GS-8
Business & Industry	GS-8.9	GS-9.0
Logistics	GS-6.1	GS-7.5
Training	GS-8.8	GS-10.0
Security Protective Officer	GS-5.9	GS-5.9
Professional Trainee	GS-6.5	GS-8.3

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EOD AVERAGE GRADE COMPARISONS

DDI (I) CAREER SERVICE

<u>OCCUPATIONAL GROUP</u>	<u>DDI EOD AVERAGE GRADE</u>	<u>MINORITY EOD AVERAGE GRADE</u>
Intel & Social Science	GS-9.8	GS-9.3
Admin & Clerical	IS-1.7 GS-6.2	IS-1.6 GS-5.6
Engineering	GS-8.4	GS-10.0
Library & Archives	GS-6.6	GS-6.2
Physical Science	GS-10.0	GS-12
Career Trainees	GS-9.5	GS-8.8

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EOD AVERAGE GRADE COMPARISONS

DDO (D) CAREER SERVICE

<u>OCCUPATIONAL</u> <u>GROUP</u>	<u>DDO EOD</u> <u>AVERAGE GRADE</u>	<u>MINORITY EOD</u> <u>AVERAGE GRADE</u>
Career Trainees	GS-9.2	GS-9.5
Intel & Social Science	GS-10.3	GS-11.0
Admin & Clerical	IS-1.8 GS-5.5	IS-1.8 GS-5.0
Info & Arts	GS-8.7	GS-8.6

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EOD AVERAGE GRADE COMPARISONS

DDS&T (R) CAREER SERVICE

<u>OCCUPATIONAL GROUP</u>	<u>DDS&T EOD AVERAGE GRADE</u>	<u>MINORITY EOD AVERAGE GRADE</u>
Intel & Social Science	GS-8.5	GS-10.8
Admin & Clerical	IS-1.8 GS-7.5	IS-1.7 GS-5.3
Info & Arts	GS-7.5	GS-6.2
Physical Science	GS-10.0	GS-8.0
Career Trainees	GS-8.4	GS-8.5
Security Protective Officer	GS-5.2	GS-5.0

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FY87 MUPPIES: EOD GRADES

GS 04	1
GS 05	4
GS 06	9
GS 07	2
TOTAL	16

FY87 MUPPIES: ACADEMIC DISCIPLINES

Accounting	2	2- GS 06
Business	1	GS 06
Communication	2	1- GS 05, 1- GS 06
Computer Science	3	1- GS 05, 1- GS 06, 1- GS 07
Electronic Technology	1	GS 05
Info Management Science	1	GS 07
Info Science Systems	1	GS 06
Journalism	1	GS 06
Political Science	3	1- GS 05, 2- GS 06
Sociology/Pers. Mgmt	1	GS 04
Total	16	

NOTE: EOD Grades are determined by the percentage of coursework completed toward the degree. Insteps are awarded to those studying engineering or hard sciences.

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Computer Science	3	1- GS 05, 1- GS 06, 1- GS 07
Electronic Technology	1	GS 05
Info Management Science	1	GS 07
Info Science Systems	1	GS 06
Journalism	1	GS 06
Political Science	3	1- GS 05, 2- GS 06
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